

99831 - Surveying Aide	9.35
99832 - Surveying Technician	12.81
99840 - Vending Machine Attendant	9.80
99841 - Vending Machine Repairer	11.56
99842 - Vending Machine Repairer Helper	10.00

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary

materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2104  
Revision No.: 2  
Date of Revision: 09/25/2006

States: District of Columbia, Maryland, Virginia

Area: District of Columbia **Statewide**

Maryland Counties of Calvert, Charles, Frederick, **Montgomery**, **Prince George's**,  
St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,  
Fauquier, King George, Loudoun, Prince William, Stafford

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	17.32
01020 - Administrative Assistant	21.45
01040 - Court Reporter	17.49
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	12.75
01090 - Duplicating Machine Operator	12.75
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	20.78
01280 - Receptionist	12.29
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	16.11
01312 - Secretary II	17.61
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	21.45
01420 - Survey Worker	17.49
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.50
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.49

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	24.49
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.31

05070 - Automotive Worker	18.31
05110 - Mobile Equipment Servicer	15.74
05130 - Motor Equipment Metal Mechanic	20.48
05160 - Motor Equipment Metal Worker	18.31
05190 - Motor Vehicle Mechanic	20.48
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	18.31
05310 - Painter, Automotive	19.43
05340 - Radiator Repair Specialist	18.31
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	20.48
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	13.18
07041 - Cook I	11.88
07042 - Cook II	13.18
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	18.05
09090 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
<b>11000 - General Services And Support Occupations</b>	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.81
11240 - Maid or Houseman	10.41
11260 - Pruner	10.89
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	11.81
11360 - Window Cleaner	11.31
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	16.06
12012 - Certified Occupational Therapist Assistant	19.99
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	16.96
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	14.96
12210 - Nuclear Medicine Technologist	28.69
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	15.15

12236 - Optical Technician	13.10
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	17.57
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.88
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	19.94
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician	15.99
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.49
14043 - Computer Operator III	19.50
14044 - Computer Operator IV	21.67
14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	25.66
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.45
14160 - Personal Computer Support Technician	21.67
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	40.64
15030 - Air Crew Training Devices Instructor (Pilot)	46.05
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	46.05
15080 - Graphic Artist	23.02
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	26.54
15110 - Test Proctor	17.31
15120 - Tutor	17.31
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	8.71
16030 - Counter Attendant	8.71
16040 - Dry Cleaner	11.10
16070 - Finisher, Flatwork, Machine	8.71

16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	11.90
16220 - Tailor	12.63
16250 - Washer, Machine	9.44
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool and Die Maker	23.05
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	16.25
21030 - Material Coordinator	20.54
21040 - Material Expediter	20.54
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	9.96
21150 - Stock Clerk	14.35
21210 - Tools and Parts Attendant	16.99
21410 - Warehouse Specialist	16.25
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.35
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	15.10
23050 - Aircraft, Painter	21.29
23060 - Aircraft Servicer	17.82
23080 - Aircraft Worker	18.09
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.77
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	24.85
23181 - Electronics Technician Maintenance I	21.36
23182 - Electronics Technician Maintenance II	22.80
23183 - Electronics Technician Maintenance III	24.02
23260 - Fabric Worker	17.90
23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	17.82
23382 - Ground Support Equipment Worker	18.09
23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation and Air-Conditioning Mechanic	20.99
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	22.12
23430 - Heavy Equipment Mechanic	21.46
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27
23510 - Locksmith	19.17
23530 - Machinery Maintenance Mechanic	21.46

23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	24.43
23932 - Telecommunications Mechanic II	25.75
23950 - Telephone Lineman	22.21
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	16.50
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness and Support Services Coordinator	12.95
24630 - Homemaker	16.75
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	24.06
25040 - Sewage Plant Operator	20.08
25070 - Stationary Engineer	24.06
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	20.08
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	18.75
27010 - Court Security Officer	21.42
27030 - Detection Dog Handler	16.67
27040 - Detention Officer	18.75
27070 - Firefighter	21.58
27101 - Guard I	11.51
27102 - Guard II	16.67
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	12.68
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.18
28510 - Recreation Aide/Health Facility Attendant	10.35
28515 - Recreation Specialist	17.57
28630 - Sports Official	11.29
28690 - Swimming Pool Operator	15.32
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	20.55
29020 - Hatch Tender	20.55
29030 - Line Handler	20.55
29041 - Stevedore I	19.18
29042 - Stevedore II	21.64

**30000 - Technical Occupations**

30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.82
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
30021 - Archeological Technician I	16.92
30022 - Archeological Technician II	18.85
30023 - Archeological Technician III	23.53
30030 - Cartographic Technician	24.62
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.77
30062 - Drafter/CAD Operator II	19.87
30063 - Drafter/CAD Operator III	22.15
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	18.80
30082 - Engineering Technician II	21.11
30083 - Engineering Technician III	23.61
30084 - Engineering Technician IV	29.26
30085 - Engineering Technician V	35.26
30086 - Engineering Technician VI	43.30
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	20.42
30240 - Mathematical Technician	24.62
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.35
30364 - Paralegal/Legal Assistant IV	36.73
30390 - Photo-Optics Technician	24.62
30461 - Technical Writer I	20.25
30462 - Technical Writer II	24.77
30463 - Technical Writer III	29.97
30491 - Unexploded Ordnance (UXO) Technician I	21.49
30492 - Unexploded Ordnance (UXO) Technician II	26.00
30493 - Unexploded Ordnance (UXO) Technician III	31.17
30494 - Unexploded (UXO) Safety Escort	21.49
30495 - Unexploded (UXO) Sweep Personnel	21.49
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	20.13
30621 - Weather Observer, Senior (3)	21.80

**31000 - Transportation/Mobile Equipment Operation Occupations**

31020 - Bus Aide	10.90
31030 - Bus Driver	15.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	8.67
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	17.09
31363 - Truckdriver, Heavy	18.40
31364 - Truckdriver, Tractor-Trailer	18.40

**99000 - Miscellaneous Occupations**

99030 - Cashier	10.03
99050 - Desk Clerk	9.78
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	13.74
99510 - Photofinishing Worker	11.29
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	12.86
99810 - Sales Clerk	11.13
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.16

99831 - Surveying Aide	11.91
99832 - Surveying Technician	18.21
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	14.88
99842 - Vending Machine Repairer Helper	11.46

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- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or

arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2118  
Revision No.: 3  
Date of Revision: 10/05/2006

State: **Florida**

Area: Florida Counties of **Brevard**, Indian River

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	12.36
01012 - Accounting Clerk II	14.60
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	18.25
01040 - Court Reporter	14.85
01051 - Data Entry Operator I	10.63
01052 - Data Entry Operator II	12.10
01060 - Dispatcher, Motor Vehicle	14.37
01070 - Document Preparation Clerk	11.77
01090 - Duplicating Machine Operator	11.77
01111 - General Clerk I	11.74
01112 - General Clerk II	12.61
01113 - General Clerk III	13.10
01120 - Housing Referral Assistant	16.05
01141 - Messenger Courier	10.58
01191 - Order Clerk I	10.50
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.04
01263 - Personnel Assistant (Employment) III	17.12
01270 - Production Control Clerk	17.41
01280 - Receptionist	9.42
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	13.50
01311 - Secretary I	13.50
01312 - Secretary II	14.85
01313 - Secretary III	16.05
01320 - Service Order Dispatcher	13.06
01410 - Supply Technician	18.25
01420 - Survey Worker	13.94
01531 - Travel Clerk I	10.26
01532 - Travel Clerk II	11.11
01533 - Travel Clerk III	11.88
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	15.77
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.35
05070 - Automotive Worker	16.35
05110 - Mobile Equipment Servicer	14.76
05130 - Motor Equipment Metal Mechanic	17.98

05160 - Motor Equipment Metal Worker	16.35
05190 - Motor Vehicle Mechanic	17.98
05220 - Motor Vehicle Mechanic Helper	13.89
05250 - Motor Vehicle Upholstery Worker	15.79
05280 - Motor Vehicle Wrecker	16.35
05310 - Painter, Automotive	17.18
05340 - Radiator Repair Specialist	16.35
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	17.98
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	7.82
07130 - Food Service Worker	9.33
07210 - Meat Cutter	13.46
07260 - Waiter/Waitress	8.47
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	12.39
09080 - Furniture Refinisher	15.76
09090 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.28
11060 - Elevator Operator	8.99
11090 - Gardener	11.17
11122 - Housekeeping Aide	9.74
11150 - Janitor	9.20
11210 - Laborer, Grounds Maintenance	9.36
11240 - Maid or Houseman	7.63
11260 - Pruner	8.51
11270 - Tractor Operator	10.91
11330 - Trail Maintenance Worker	9.36
11360 - Window Cleaner	9.97
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	14.19
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	21.71
12020 - Dental Assistant	15.19
12025 - Dental Hygienist	21.60
12030 - EKG Technician	16.74
12035 - Electroneurodiagnostic Technologist	16.74
12040 - Emergency Medical Technician	14.19
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	13.57
12190 - Medical Record Technician	15.64
12195 - Medical Transcriptionist	12.97
12210 - Nuclear Medicine Technologist	26.50
12221 - Nursing Assistant I	9.60
12222 - Nursing Assistant II	10.79
12223 - Nursing Assistant III	11.77
12224 - Nursing Assistant IV	13.22
12235 - Optical Dispenser	14.53
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	13.22

12305 - Radiologic Technologist	21.29
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.03
12313 - Registered Nurse II, Specialist	25.03
12314 - Registered Nurse III	30.29
12315 - Registered Nurse III, Anesthetist	30.29
12316 - Registered Nurse IV	36.30
12317 - Scheduler (Drug and Alcohol Testing)	21.89
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Aide/Clerk	9.01
13054 - Library Information Technology Systems Administrator	19.38
13058 - Library Technician	12.44
13061 - Media Specialist I	14.31
13062 - Media Specialist II	15.74
13063 - Media Specialist III	17.31
13071 - Photographer I	12.83
13072 - Photographer II	15.52
13073 - Photographer III	18.48
13074 - Photographer IV	20.21
13075 - Photographer V	22.34
13110 - Video Teleconference Technician	14.31
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15.37
14042 - Computer Operator II	16.72
14043 - Computer Operator III	18.75
14044 - Computer Operator IV	20.58
14045 - Computer Operator V	22.96
14071 - Computer Programmer I (1)	18.98
14072 - Computer Programmer II (1)	23.42
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	26.40
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.37
14160 - Personal Computer Support Technician	20.58
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.92
15020 - Aircrew Training Devices Instructor (Rated)	28.93
15030 - Air Crew Training Devices Instructor (Pilot)	31.82
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	20.95
15070 - Flight Instructor (Pilot)	31.82
15080 - Graphic Artist	20.58
15090 - Technical Instructor	19.20
15095 - Technical Instructor/Course Developer	23.23
15110 - Test Proctor	15.49
15120 - Tutor	15.49
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	7.61
16030 - Counter Attendant	7.61
16040 - Dry Cleaner	9.49
16070 - Finisher, Flatwork, Machine	7.61
16090 - Presser, Hand	7.61
16110 - Presser, Machine, Drycleaning	7.61
16130 - Presser, Machine, Shirts	7.61

16160 - Presser, Machine, Wearing Apparel, Laundry	7.61
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.71
16250 - Washer, Machine	8.24
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool and Die Maker	19.43
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	12.05
21030 - Material Coordinator	17.83
21040 - Material Expediter	17.83
21050 - Material Handling Laborer	9.31
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	11.93
21130 - Shipping/Receiving Clerk	11.97
21140 - Store Worker I	10.44
21150 - Stock Clerk	14.29
21210 - Tools and Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	20.53
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	18.94
23181 - Electronics Technician Maintenance I	18.69
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	25.45
23260 - Fabric Worker	14.55
23290 - Fire Alarm System Mechanic	17.44
23310 - Fire Extinguisher Repairer	13.84
23311 - Fuel Distribution System Mechanic	17.44
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	16.66
23392 - Gunsmith II	19.02
23393 - Gunsmith III	21.44
23410 - Heating, Ventilation and Air-Conditioning Mechanic	16.81
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	17.77
23430 - Heavy Equipment Mechanic	17.47
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	16.89
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	11.04
23510 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	19.95
23550 - Machinist, Maintenance	17.68
23580 - Maintenance Trades Helper	12.74
23591 - Metrology Technician I	16.89

23592 - Metrology Technician II.	17.73
23593 - Metrology Technician III	18.62
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.13
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.49
23810 - Plumber, Maintenance	15.76
23820 - Pneudraulic Systems Mechanic	17.44
23850 - Rigger	17.44
23870 - Scale Mechanic	15.52
23890 - Sheet-Metal Worker, Maintenance	17.64
23910 - Small Engine Mechanic	15.00
23931 - Telecommunications Mechanic I	19.95
23932 - Telecommunications Mechanic II	20.86
23950 - Telephone Lineman	18.14
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	17.44
23970 - Woodcraft Worker	17.44
23980 - Woodworker	13.54
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.70
24580 - Child Care Center Clerk	11.02
24610 - Chore Aide	9.57
24620 - Family Readiness and Support Services Coordinator	10.95
24630 - Homemaker	13.49
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.46
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.46
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	13.13
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	16.39
27010 - Court Security Officer	16.85
27030 - Detection Dog Handler	15.65
27040 - Detention Officer	16.39
27070 - Firefighter	16.09
27101 - Guard I	10.77
27102 - Guard II	15.65
27131 - Police Officer I	18.08
27132 - Police Officer II	20.11
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.35
28042 - Carnival Equipment Repairer	11.62
28043 - Carnival Equipment Worker	7.82
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.83
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.44
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	16.92
29020 - Hatch Tender	16.52
29030 - Line Handler	16.52
29041 - Stevedore I	16.17
29042 - Stevedore II	17.91
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33

30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	14.56
30022 - Archeological Technician II	16.54
30023 - Archeological Technician III	20.23
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	19.10
30061 - Drafter/CAD Operator I	11.70
30062 - Drafter/CAD Operator II	15.05
30063 - Drafter/CAD Operator III	18.21
30064 - Drafter/CAD Operator IV	19.71
30081 - Engineering Technician I	11.97
30082 - Engineering Technician II	15.21
30083 - Engineering Technician III	17.50
30084 - Engineering Technician IV	21.10
30085 - Engineering Technician V	25.06
30086 - Engineering Technician VI	27.70
30090 - Environmental Technician	18.78
30210 - Laboratory Technician	21.01
30240 - Mathematical Technician	19.22
30361 - Paralegal/Legal Assistant I	13.81
30362 - Paralegal/Legal Assistant II	18.68
30363 - Paralegal/Legal Assistant III	22.84
30364 - Paralegal/Legal Assistant IV	27.66
30390 - Photo-Optics Technician	19.71
30461 - Technical Writer I	16.33
30462 - Technical Writer II	19.97
30463 - Technical Writer III	24.15
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	16.55
30621 - Weather Observer, Senior (3)	18.40
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	9.63
31030 - Bus Driver	15.56
31043 - Driver Courier	11.35
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31310 - Taxi Driver	10.94
31361 - Truckdriver, Light	13.42
31362 - Truckdriver, Medium	14.16
31363 - Truckdriver, Heavy	15.16
31364 - Truckdriver, Tractor-Trailer	15.16
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	8.76
99050 - Desk Clerk	8.66
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.75
99310 - Mortician	22.59
99410 - Pest Controller	12.25
99510 - Photofinishing Worker	9.71
99710 - Recycling Laborer	10.63
99711 - Recycling Specialist	13.09
99730 - Refuse Collector	10.12
99810 - Sales Clerk	10.26
99820 - School Crossing Guard	9.67
99830 - Survey Party Chief	14.45
99831 - Surveying Aide	9.58
99832 - Surveying Technician	13.14
99840 - Vending Machine Attendant	13.23

99841 - Vending Machine Repairer  
99842 - Vending Machine Repairer Helper

15.46  
13.23

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
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of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. **These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.**

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary

wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*  
 REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W. Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2234  
 Revision No.: 3  
 Date Of Revision: 11/02/2006

State: **Louisiana**

Area: Louisiana Parishes of Jefferson, Lafourche, **Orleans**, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	11.13
01012 - Accounting Clerk II	13.09
01013 - Accounting Clerk III	15.82
01020 - Administrative Assistant	21.63
01040 - Court Reporter	17.89
01051 - Data Entry Operator I	10.18
01052 - Data Entry Operator II	11.83
01060 - Dispatcher, Motor Vehicle	16.30
01070 - Document Preparation Clerk	11.90
01090 - Duplicating Machine Operator	11.90
01111 - General Clerk I	9.21
01112 - General Clerk II	10.05
01113 - General Clerk III	11.84
01120 - Housing Referral Assistant	18.32
01141 - Messenger Courier	11.01
01191 - Order Clerk I	10.59
01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	11.58
01262 - Personnel Assistant (Employment) II	15.01
01263 - Personnel Assistant (Employment) III	16.41
01270 - Production Control Clerk	18.25
01280 - Receptionist	8.99
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	13.64
01311 - Secretary I	14.70
01312 - Secretary II	16.32
01313 - Secretary III	18.32
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	19.66
01420 - Survey Worker	13.07
01531 - Travel Clerk I	11.11
01532 - Travel Clerk II	11.78
01533 - Travel Clerk III	12.43
01611 - Word Processor I	12.01
01612 - Word Processor II	14.25
01613 - Word Processor III	16.20
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	18.15
05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64

05110 - Mobile Equipment Servicer	13.45
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.37
05250 - Motor Vehicle Upholstery Worker	14.56
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.73
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	17.68
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	9.73
07041 - Cook I	8.99
07042 - Cook II	10.45
07070 - Dishwasher	7.55
07130 - Food Service Worker	7.00
07210 - Meat Cutter	10.81
07260 - Waiter/Waitress	7.03
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09080 - Furniture Refinisher	14.81
09090 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	7.62
11090 - Gardener	10.49
11122 - Housekeeping Aide	8.10
11150 - Janitor	8.10
11210 - Laborer, Grounds Maintenance	9.07
11240 - Maid or Houseman	7.16
11260 - Pruner	7.97
11270 - Tractor Operator	10.11
11330 - Trail Maintenance Worker	9.07
11360 - Window Cleaner	9.08
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	13.16
12011 - Breath Alcohol Technician	14.57
12012 - Certified Occupational Therapist Assistant	18.19
12015 - Certified Physical Therapist Assistant	18.19
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	12.51
12072 - Licensed Practical Nurse II	14.57
12073 - Licensed Practical Nurse III	15.88
12100 - Medical Assistant	10.12
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	13.28
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.15
12210 - Nuclear Medicine Technologist	25.67
12221 - Nursing Assistant I	8.01
12222 - Nursing Assistant II	9.01
12223 - Nursing Assistant III	9.82
12224 - Nursing Assistant IV	11.02
12235 - Optical Dispenser	14.76
12236 - Optical Technician	11.33

12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	11.02
12305 - Radiologic Technologist	20.42
12311 - Registered Nurse I	20.30
12312 - Registered Nurse II	26.31
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.86
12315 - Registered Nurse III, Anesthetist	33.86
12316 - Registered Nurse IV	40.57
12317 - Scheduler (Drug and Alcohol Testing)	18.05
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	16.73
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	16.73
13042 - Illustrator II	20.55
13043 - Illustrator III	25.07
13047 - Librarian	20.81
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	18.80
13058 - Library Technician	13.51
13061 - Media Specialist I	12.58
13062 - Media Specialist II	15.17
13063 - Media Specialist III	16.91
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40
13110 - Video Teleconference Technician	14.66
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	12.26
14042 - Computer Operator II	13.79
14043 - Computer Operator III	15.91
14044 - Computer Operator IV	17.66
14045 - Computer Operator V	19.59
14071 - Computer Programmer I (1)	20.65
14072 - Computer Programmer II (1)	22.72
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.50
14102 - Computer Systems Analyst II (1)	30.38
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.49
14160 - Personal Computer Support Technician	17.66
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	20.93
15020 - Aircrew Training Devices Instructor (Rated)	27.62
15030 - Air Crew Training Devices Instructor (Pilot)	30.38
15050 - Computer Based Training Specialist / Instructor	25.50
15060 - Educational Technologist	19.61
15070 - Flight Instructor (Pilot)	30.38
15080 - Graphic Artist	19.58
15090 - Technical Instructor	15.82
15095 - Technical Instructor/Course Developer	19.34
15110 - Test Proctor	14.84
15120 - Tutor	12.76
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	7.66
16030 - Counter Attendant	7.66
16040 - Dry Cleaner	9.78
16070 - Finisher, Flatwork, Machine	7.66
16090 - Presser, Hand	7.66

16110 - Presser, Machine, Drycleaning	7.66
16130 - Presser, Machine, Shirts	7.66
16160 - Presser, Machine, Wearing Apparel, Laundry	7.66
16190 - Sewing Machine Operator	10.50
16220 - Tailor	11.20
16250 - Washer, Machine	8.37
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	15.74
19040 - Tool and Die Maker	19.20
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	13.56
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.32
21080 - Production Line Worker (Food Processing)	13.56
21110 - Shipping Packer	11.87
21130 - Shipping/Receiving Clerk	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk	11.75
21210 - Tools and Parts Attendant	13.56
21410 - Warehouse Specialist	13.56
<b>23000 - Mechanics and Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.45
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	17.35
23060 - Aircraft Servicer	18.39
23080 - Aircraft Worker	19.78
23110 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.92
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.97
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.26
23183 - Electronics Technician Maintenance III	22.51
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.72
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	14.42
23380 - Ground Support Equipment Mechanic	22.35
23381 - Ground Support Equipment Servicer	18.39
23382 - Ground Support Equipment Worker	19.78
23391 - Gunsmith I	12.72
23392 - Gunsmith II	14.97
23393 - Gunsmith III	17.23
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.01
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	18.35
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.88
23460 - Instrument Mechanic	18.82
23465 - Laboratory/Shelter Mechanic	16.09
23470 - Laborer	9.68
23510 - Locksmith	15.85
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95

23591 - Metrology Technician I	18.82
23592 - Metrology Technician II	19.76
23593 - Metrology Technician III	20.75
23640 - Millwright	20.01
23710 - Office Appliance Repairer	17.35
23760 - Painter, Maintenance	16.92
23790 - Pipefitter, Maintenance	17.89
23810 - Plumber, Maintenance	16.92
23820 - Pneudraulic Systems Mechanic	17.23
23850 - Rigger	16.88
23870 - Scale Mechanic	14.97
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	15.93
23931 - Telecommunications Mechanic I	20.95
23932 - Telecommunications Mechanic II	22.04
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	17.23
23970 - Woodcraft Worker	17.23
23980 - Woodworker	12.72
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24610 - Chore Aide	6.93
24620 - Family Readiness and Support Services Coordinator	9.79
24630 - Homemaker	14.78
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	17.40
25190 - Ventilation Equipment Tender	11.70
25210 - Water Treatment Plant Operator	14.81
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	11.57
27007 - Baggage Inspector	8.68
27008 - Corrections Officer	10.87
27010 - Court Security Officer	12.33
27030 - Detection Dog Handler	11.70
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	8.68
27102 - Guard II	12.46
27131 - Police Officer I	15.86
27132 - Police Officer II	17.63
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	9.86
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equipment Worker	7.24
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	12.20
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.39
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	16.85
29020 - Hatch Tender	18.07
29030 - Line Handler	18.07
29041 - Stevedore I	14.81
29042 - Stevedore II	17.01
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38

30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	14.70
30022 - Archeological Technician II	16.43
30023 - Archeological Technician III	20.35
30030 - Cartographic Technician	23.42
30040 - Civil Engineering Technician	21.48
30061 - Drafter/CAD Operator I	17.03
30062 - Drafter/CAD Operator II	19.46
30063 - Drafter/CAD Operator III	21.06
30064 - Drafter/CAD Operator IV	23.42
30081 - Engineering Technician I	15.87
30082 - Engineering Technician II	17.53
30083 - Engineering Technician III	19.69
30084 - Engineering Technician IV	23.86
30085 - Engineering Technician V	29.19
30086 - Engineering Technician VI	32.57
30090 - Environmental Technician	22.92
30210 - Laboratory Technician	21.81
30240 - Mathematical Technician	23.86
30361 - Paralegal/Legal Assistant I	17.05
30362 - Paralegal/Legal Assistant II	22.52
30363 - Paralegal/Legal Assistant III	27.56
30364 - Paralegal/Legal Assistant IV	33.36
30390 - Photo-Optics Technician	24.56
30461 - Technical Writer I	18.23
30462 - Technical Writer II	22.29
30463 - Technical Writer III	29.00
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	16.19
30621 - Weather Observer, Senior (3)	18.00
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	9.00
31030 - Bus Driver	13.80
31043 - Driver Courier	12.64
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	13.67
31310 - Taxi Driver	8.95
31361 - Truckdriver, Light	13.79
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	15.01
31364 - Truckdriver, Tractor-Trailer	15.01
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	7.18
99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	8.23
99252 - Laboratory Animal Caretaker II	9.04
99310 - Mortician	24.13
99410 - Pest Controller	11.08
99510 - Photofinishing Worker	10.52
99710 - Recycling Laborer	10.49
99711 - Recycling Specialist	13.42
99730 - Refuse Collector	9.56
99810 - Sales Clerk	10.35
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	17.58
99831 - Surveying Aide	12.99
99832 - Surveying Technician	15.97

99840 - Vending Machine Attendant	11.07
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	11.07

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR .156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary

materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. **These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.**

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2248  
Revision No.: 2  
Date of Revision: 09/25/2006

State: **Maryland**

Area: Maryland Counties of **Anne Arundel**, Baltimore, Baltimore City, Carroll,  
Harford, **Howard**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	17.32
01020 - Administrative Assistant	21.45
01040 - Court Reporter	17.49
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	12.62
01090 - Duplicating Machine Operator	12.62
01111 - General Clerk I	12.83
01112 - General Clerk II	14.07
01113 - General Clerk III	16.03
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	9.92
01191 - Order Clerk I	14.69
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.87
01270 - Production Control Clerk	20.78
01280 - Receptionist	12.29
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	16.11
01312 - Secretary II	17.61
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	14.76
01410 - Supply Technician	21.45
01420 - Survey Worker	17.49
01531 - Travel Clerk I	11.06
01532 - Travel Clerk II	12.06
01533 - Travel Clerk III	13.14
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.49

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	19.88
05010 - Automotive Electrician	18.02
05040 - Automotive Glass Installer	17.37
05070 - Automotive Worker	17.37
05110 - Mobile Equipment Servicer	15.94

05130 - Motor Equipment Metal Mechanic	18.70
05160 - Motor Equipment Metal Worker	17.37
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.16
05250 - Motor Vehicle Upholstery Worker	16.69
05280 - Motor Vehicle Wrecker	17.37
05310 - Painter, Automotive	17.98
05340 - Radiator Repair Specialist	17.37
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	18.70
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	13.18
07041 - Cook I	11.88
07042 - Cook II	13.18
07070 - Dishwasher	9.70
07130 - Food Service Worker	10.25
07210 - Meat Cutter	14.96
07260 - Waiter/Waitress	8.09
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	13.77
09110 - Furniture Repairer, Minor	14.93
09130 - Upholsterer	15.95
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.35
11060 - Elevator Operator	9.35
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.81
11240 - Maid or Houseman	10.41
11260 - Pruner	10.89
11270 - Tractor Operator	12.86
11330 - Trail Maintenance Worker	11.81
11360 - Window Cleaner	11.58
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	16.06
12012 - Certified Occupational Therapist Assistant	20.04
12015 - Certified Physical Therapist Assistant	20.04
12020 - Dental Assistant	15.51
12025 - Dental Hygienist	31.17
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	17.00
12160 - Medical Record Clerk	14.81
12190 - Medical Record Technician	16.72
12195 - Medical Transcriptionist	14.81
12210 - Nuclear Medicine Technologist	34.13
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	14.18
12236 - Optical Technician	13.45
12250 - Pharmacy Technician	15.07

12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	17.57
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	27.65
13041 - Illustrator I	17.88
13042 - Illustrator II	23.33
13043 - Illustrator III	27.65
13047 - Librarian	25.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.02
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	19.94
13071 - Photographer I	14.17
13072 - Photographer II	17.18
13073 - Photographer III	21.29
13074 - Photographer IV	22.85
13075 - Photographer V	27.63
13110 - Video Teleconference Technician	15.99
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.49
14043 - Computer Operator III	19.50
14044 - Computer Operator IV	21.67
14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	19.96
14072 - Computer Programmer II (1)	25.66
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.45
14160 - Personal Computer Support Technician	21.67
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	36.54
15030 - Air Crew Training Devices Instructor (Pilot)	46.05
15050 - Computer Based Training Specialist / Instructor	30.58
15060 - Educational Technologist	21.30
15070 - Flight Instructor (Pilot)	46.05
15080 - Graphic Artist	24.30
15090 - Technical Instructor	18.14
15095 - Technical Instructor/Course Developer	22.19
15110 - Test Proctor	17.31
15120 - Tutor	17.31
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	8.30
16030 - Counter Attendant	8.30
16040 - Dry Cleaner	11.03
16070 - Finisher, Flatwork, Machine	8.30
16090 - Presser, Hand	8.30
16110 - Presser, Machine, Drycleaning	8.30

16130 - Presser, Machine, Shirts	8.30
16160 - Presser, Machine, Wearing Apparel, Laundry	8.30
16190 - Sewing Machine Operator	11.98
16220 - Tailor	12.87
16250 - Washer, Machine	9.23
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool and Die Maker	22.83
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	16.25
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	12.72
21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	14.40
21130 - Shipping/Receiving Clerk	14.40
21140 - Store Worker I	13.62
21150 - Stock Clerk	14.77
21210 - Tools and Parts Attendant	16.51
21410 - Warehouse Specialist	16.25
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	24.52
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.52
23023 - Aircraft Mechanic III	25.75
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	19.98
23060 - Aircraft Servicer	19.68
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.07
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	25.24
23130 - Carpenter, Maintenance	19.07
23140 - Carpet Layer	18.44
23160 - Electrician, Maintenance	23.40
23181 - Electronics Technician Maintenance I	18.26
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.40
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	19.79
23310 - Fire Extinguisher Repairer	16.87
23311 - Fuel Distribution System Mechanic	20.67
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	23.35
23381 - Ground Support Equipment Servicer	19.68
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	16.87
23392 - Gunsmith II	18.38
23393 - Gunsmith III	19.79
23410 - Heating, Ventilation and Air-Conditioning Mechanic	18.32
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	19.32
23430 - Heavy Equipment Mechanic	20.02
23440 - Heavy Equipment Operator	20.01
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	19.07
23470 - Laborer	14.27
23510 - Locksmith	18.05
23530 - Machinery Maintenance Mechanic	19.85
23550 - Machinist, Maintenance	18.81
23580 - Maintenance Trades Helper	16.04

23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.50
23593 - Metrology Technician III	21.08
23640 - Millwright	20.39
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	19.07
23790 - Pipefitter, Maintenance	23.34
23810 - Plumber, Maintenance	20.12
23820 - Pneudraulic Systems Mechanic	19.07
23850 - Rigger	19.07
23870 - Scale Mechanic	18.38
23890 - Sheet-Metal Worker, Maintenance	19.07
23910 - Small Engine Mechanic	17.27
23931 - Telecommunications Mechanic I	20.26
23932 - Telecommunications Mechanic II	22.49
23950 - Telephone Lineman	19.43
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	19.79
23970 - Woodcraft Worker	19.79
23980 - Woodworker	16.87
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	8.93
24620 - Family Readiness and Support Services Coordinator	11.76
24630 - Homemaker	14.25
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	22.04
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	22.04
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.00
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	15.82
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	18.75
27010 - Court Security Officer	21.42
27030 - Detection Dog Handler	15.82
27040 - Detention Officer	18.75
27070 - Firefighter	21.58
27101 - Guard I	11.51
27102 - Guard II	15.82
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.17
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	12.68
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.18
28510 - Recreation Aide/Health Facility Attendant	10.35
28515 - Recreation Specialist	17.45
28630 - Sports Official	10.30
28690 - Swimming Pool Operator	13.41
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	21.47
29020 - Hatch Tender	21.47
29030 - Line Handler	21.47
29041 - Stevedore I	20.85
29042 - Stevedore II	22.46
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.82